



KENTUCKY BOARD OF EDUCATION

Dr. Terry Holliday
Commissioner of Education

October 6, 2010

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Dr. Terry Holliday, Commissioner
Kentucky Department of Education
1st Floor, Capital Plaza Tower
500 Mero Street
Frankfort, KY 40601

Dear Terry:

Pursuant to the statutory mandate, the Kentucky Board of Education (KBE) has completed your annual evaluation. This evaluation was verbally shared with you on August 5, 2010, at the regular KBE meeting in Frankfort. This letter will serve as the written record of our discussion.

Though the membership of the board changed significantly this summer, the board unanimously agrees that your performance during 2009-10 has been outstanding. KBE members indicated they had heard very positive comments about interaction with the commissioner from constituents, including superintendents, individuals from the business community, and other education partners. You hit the ground running and have not stopped since taking the job.

Whenever you speak to groups, you always put individual student success at the forefront and clearly believe that every child can and must reach proficiency. You keep your "eye on the prize", always keeping a focus on college- and career-readiness. We appreciate your leadership in providing a strong focus and articulating a clear vision of the future, demonstrating effectiveness and efficient use of limited resources.

You recognize and articulate the complexities of instruction, assessment and learning and emphasize that one size doesn't fit all. You understand that individuals learn in different ways and at different rates. The KBE appreciates that you do not assume simple solutions for the complex issues educators and families face.

The board commends your willingness to go before the General Assembly and speak frankly and directly with committees and the leadership. You have also demonstrated leadership of KDE staff and, we believe, improved morale

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Terry Holliday
October 6, 2010
Page 2

overall, even given the current economic situation, reorganization, and furloughs. Moreover, you have developed positive working relationships with the president of the Council on Postsecondary Education and the executive director of the Education Professional Standards Board to implement the alignment as called for by Senate Bill 1 and establish a seamless, P-20 system.

Beyond your tremendous leadership at the state level, you have clearly demonstrated a national presence through leading Kentucky to be named a finalist in Race to the Top, Phases 1 and 2. This includes the unanimous support of Kentucky's application from 174 school districts and local teacher organizations, an amazing feat!

As to your performance on the goals set for 2009-10 in both relationship building and process changes, the board applauds your progress and notes that all goals were either met or exceeded. Congratulations on a job well done!

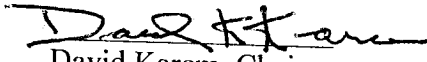
In looking at next year, we asked you to come back to us at the October 6 board meeting with well-defined performance goals and measures for 2010-11 via the proposed KBE/KDE strategic plan. Additionally, we asked you to consider proposing process goals in the following areas:

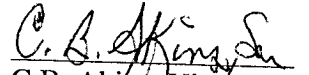
- A plan to continue building deeper relationships based on respect and clear communications with all constituencies, including some way to get buy-in of the strategic plan by the legislature.
- Some way to formally solicit feedback from KDE staff on the commissioner's performance.

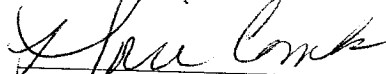
We look forward to continuing the great progress you have started and to working closely with you to communicate the agenda of public education in Kentucky. The board has great confidence in your ability to lead this state through the implementation of Senate Bill 1 and the improvements necessary to ensure our students are college- and career-ready.


Sincerely,


Kentucky Board of Education members

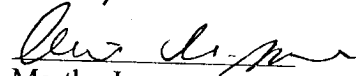

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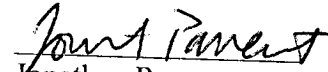

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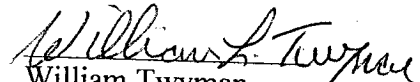

Billy Harper

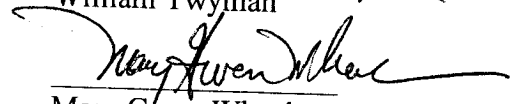

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